

## **ARTICLE 2**

### **Recognition**

#### **Section 1. Bargaining Unit.**

The Employer recognizes the Union as the exclusive representative and sole bargaining agent for all employees in the Technical Bargaining Unit ("Bargaining Unit") with respect to wages, hours, and other terms and conditions of employment, in accordance with the provisions of the Rules and the Regulations of the Michigan Civil Service Commission.

This Agreement covers all employees in the Bargaining Unit as established under Civil Service Commission Rules and Regulations, consisting currently of the classifications listed in Appendix A to this Agreement, and such other classifications which are assigned to the Bargaining Unit under the Civil Service Commission Rules and Regulations.

#### **Section 2. New or Abolished Classifications.**

The parties recognize the plenary authority of the Civil Service Commission in classifying positions. The parties will review all abolishments of existing Unit classifications as well as all new classifications consisting of a significant part of the duties of existing Unit classifications. Representation Unit positions shall not be reclassified, reallocated, or retitled at the request of the Employer without prior written notice to the Union. This provision shall not be construed to prohibit the Employer from reallocating positions which have been downgraded for training. Classified employees in classes and positions assigned to this Unit in accordance with this Section shall be subject to the provisions of this Agreement unless excluded by the Civil Service Commission as managerial, confidential or supervisory in accordance with the provisions of the Civil Service Commission Rules or Regulations.

Nothing herein shall prohibit either of the parties from exercising its unit clarification rights under the provisions of the Civil Service Commission Rules and Regulations. The classes/titles referenced in this Section or in Appendix A are for descriptive purposes only. Their use is neither an indication nor a guarantee that these titles will continue to be used by the Employer.

The Employer agrees to provide concurrent written notice to the Union of any requests which it makes to the Civil Service Commission for selective certifications on any Bargaining Unit positions.